

1 WILLIAM J. GEDDES
Nevada Bar No. 6984
2 KRISTEN R. GEDDES
Nevada Bar No. 9027
3 THE GEDDES LAW FIRM, P.C.
1575 Delucchi Lane, Suite 206
4 Reno, Nevada 89502
Phone: (775) 853-9455
5 Fax: (775) 299-5337
Email: Will@TheGeddesLawFirm.com
6 Email: Kristen@TheGeddesLawFirm.com
Attorneys for Plaintiff Plaintiffs

7 **UNITED STATES DISTRICT COURT**
8 **DISTRICT OF NEVADA**

9 MICHAEL FAKER, individually, and
10 MICHAEL FAKER, as parent and guardian for
E.F., a minor.

11 Plaintiff,

12 vs.

13 WASHOE COUNTY SCHOOL DISTRICT a
14 political subdivision of the State of Nevada;
TAMMY HART, in her individual and official
15 capacities; JASON URMSTON, in his
16 individual and official capacities; and
ROLLINS STALLWORTH, in his individual
and official capacities.

17 Defendants.
18

CASE NO: 3:20-cv-00285-LRH-WGC

STIPULATED PROTECTIVE ORDER
Regarding

CONFIDENTIALITY OF DOCUMENTS
PRODUCED IN LITIGATION

19 Pursuant to Federal Rule of Civil Procedure (“Fed. R. Civ. P.”) 26(f) and U.S. District Court of
20 Nevada Rule (“Local Rule”) 26-1(a), the parties through their respective counsel, hereby submit the
21 following *Stipulated Protective Order*.

22 **I. RECITALS**

23 WHEREAS: the parties to the above-captioned litigation anticipate that discovery will require
24 the parties to disclose records and information that are confidential and sensitive; such records are
25 anticipated to include the parties’ private employment records, private medical records, records
26 containing trade secret information, or education records protected by the Family Educational Rights
27 and Privacy Act of 1974, 20 U.S.C. §1232g (“FERPA”), or any other personally identifiable
28 information subject to protection under the Federal Rules of Civil Procedure or Nevada law

1 (“Confidential Information”); and

2 WHEREAS: the parties seek to protect and prevent the improper dissemination of such
3 “Confidential Information” to third parties, during the course of litigation and after the litigation has
4 ended;

5 **II. STIPLUATION**

6 THEREFORE: the parties, by and through their respective counsel of record, hereby stipulate
7 and request the Court issue an Order (“*Stipulated Protective Order*”), protecting the confidential nature
8 of certain records and information as may be produced during the course of the above-captioned
9 matters, as follows:

10 1. If any person or entity, whether or not a party to the instant action, produces or receives
11 answers to interrogatories, or documents or other things, which the producing or receiving person or
12 entity considers to be “Confidential Information,” as defined herein in § II(3)(A)(I) *infra*; or

13 2. If there is deposition testimony which any person or entity, whether or not a party to the
14 instant action, believes contains “Confidential Information,” as defined herein in § II(3)(A)(I) *infra*; or

15 3. Third parties produce information which the third-parties assert is confidential, the
16 following procedure shall govern pursuant to Fed. R. Civ. P. 26(c) *et. seq.*:

17 A. Any documents (and the contents thereof), things or information falling within
18 the definition of “Confidential Information,” set forth herein in § II(3)(A)(I) *infra*, that are produced
19 may be designated and marked, in whole or in part, without regard to whether redactions are made,
20 “Confidential” by the party producing the documents or information, at the time the documents are
21 delivered to or made available for inspection by any party;

22 I. “Confidential Information” is defined herein as: (a) employment records
23 of any employees or former employees of any party; (b) confidential notes, memoranda, and statements
24 regarding non-party employees; (c) confidential information concerning the discipline and/or
25 termination of non-party employees and former employees; (d) the production of information or
26 documents proprietary to any party, including by way of example and not limitation, tax records,
27 financial statements; (e) other private information of any party or non-party to the present litigation,
28 including consumer records, *e.g.*, phone bills; (f) financial records and business records of any person

1 or entity, whether a party or non-party to the present litigation; (g) medical records, including medical
2 bills and psychological records, and medical information of any person, whether a party or non-party to
3 the present litigation; (h) the name and identity of any student or former student of Defendant Washoe
4 County School District; (i) the education records of any student or former student of Defendant Washoe
5 County School District; and (j) any Confidential Administrative Investigative Reports, and their related
6 documents, conducted by Defendant Washoe County School District.

7 B. If a party produces to another party items that contain Confidential Information
8 as defined above, that party may designate one or more documents, or a portion of a document, as
9 “Confidential” before producing that document to the other party. Such designation shall be made by
10 marking, stamping or typing the word “Confidential” on each page of the document at the time it is
11 produced to the receiving party’s counsel;

12 C. Any party may designate deposition testimony as “Confidential” by orally
13 making such a designation on the record either at the commencement of the deposition, at the time the
14 testimony is given, and/or before the end of that day's questioning. Following such a designation, the
15 court reporter shall mark “Confidential” on the transcript or the portion thereof containing the
16 “Confidential” testimony;

17 D. In addition, documents or items produced by one party may be designated
18 “Confidential” by the other party, *i.e.*, the receiving party, by:

19 I. marking the document, in whole or in part, “Confidential” in the same
20 manner as stated above; and

21 II. then forwarding a copy of the marked document back to the producing
22 party;

23 E. In this regard, the receiving party seeking the “Confidential” designation may
24 designate, by number, each document it believes should be “Confidential”;

25 F. If the receiving party has no objection to the “Confidential” designation made by
26 the producing party, the receiving party may either expressly notify the producing party or allow the ten
27 calendar-day objection period (set forth below) to lapse. Where there has been no written objection
28 made, once a document or item has been produced and designated as provided herein to the receiving

1 party, the document or item shall be treated as “Confidential,” respectively, pursuant to this *Stipulated*
2 *Protective Order*, until further order of the Court;

3 4. The following protocol shall apply in the event of an objection to a designation of
4 “Confidential”:

5 A. If there is an objection to the “Confidential” designation, the party so objecting
6 must notify the other party in writing of both the objection and the grounds for the objection within
7 twenty-five (25) calendar days from the date the designation was made or the document(s)/item(s)
8 received, whichever is later, and the procedure herein in § II(4)(B) *infra*, shall apply;

9 B. If the parties do not agree that the documents, information or testimony should
10 be treated as confidential, the parties shall attempt to resolve the issue by meeting and conferring. If a
11 resolution does not occur, either party may file a motion with the Court to resolve the dispute. Such
12 motion must be filed within thirty (30) calendar days of receipt of the written objection to the
13 designation, unless stipulated otherwise by counsel. If an objection has been raised, the documents,
14 testimony and/or information at issue shall be governed by §§ II (3)(A)-(F), inclusive, of this *Stipulated*
15 *Protective Order*, and treated and regarded as “Confidential” from the date of disclosure and/or
16 production until the dispute is resolved informally by the parties or a final order is issued by the Court
17 resolving the dispute. In the event of such motion, the parties having entered into this *Stipulation* and
18 the existence of the Court's *Order* entered thereon shall not affect the burden of proof on any such
19 motion, nor impose any burdens upon any party that would not exist had this *Stipulated Protective*
20 *Order* not been entered;

21 5. A document or testimony, or portion, summary, or abstract thereof, that is to be treated
22 “Confidential” pursuant to this *Stipulated Protective Order* shall not be disclosed to, revealed to or
23 discussed with any persons other than the parties, counsel of record for the parties, attorneys, legal
24 assistants and clerical personnel employed by them, and other persons to whom disclosure is necessary
25 for the purposes of this litigation. (This allows disclosure to the officers, directors, employees or former
26 employees of the parties, persons requested by counsel for any party to furnish technical or expert
27 service or to give expert testimony with regard to the subject matter of the document(s), item(s) or
28 expert testimony for the trial of this action). However, each such person to whom a party makes such

1 disclosure shall read this *Stipulated Protective Order* and acknowledge in writing that he/she is fully
2 familiar with the terms hereof and agrees to comply with, and be bound by, this *Stipulated Protective*
3 *Order* until modified by either further order of the Court or agreement of all the affected parties;

4 6. Anyone seeking to file any “Confidential” documents, testimony, or information or any
5 pleadings or memorandum purporting to reproduce or paraphrase all or any portion of such confidential
6 material with this Court must first attempt to make such filings confidentially, by seeking to obtain
7 prior leave of Court for filing the same under seal. Notwithstanding any agreement among the parties,
8 the party seeking to file a paper under seal bears the burden of overcoming the presumption in favor of
9 public access to papers filed in Court. Any motion regarding filing confidential information and
10 motions to seal shall comply with LR IA 10-5 and the requirements of *Kamakana v. City and County of*
11 *Honolulu*, 447 F.3d 1172 (9th Cir. 2006). *See also, Center for Auto Safety v. Chrysler Group, LLC*,
12 809 F.3d 1092, 1097 (9th Cir. 2016). NOTE: If the document is filed electronically, the appropriate
13 protocol for that purpose will be utilized;

14 7. If such application for leave of Court to file any document(s) under seal is denied, then
15 the party who sought leave will be relieved, in that instance only, and only as to such documents for
16 which leave of Court was denied, from complying with this stipulation in relation to that filing;

17 8. Any documents, testimony, and/or information that has been rendered “Confidential”
18 under the parties’ *Stipulated Protective Order* and any other information produced or exchanged in the
19 course of this case (other than information that is publicly available) is to be used only in the above-
20 captioned action, and may not be used in any other action or for any other purpose unless the party
21 seeking to make such use has acquired the documents, testimony, and/or information from a source
22 independent of the above-captioned action;

23 9. Within forty-five (45) calendar days of the entry of the final order concluding this
24 judicial proceeding, all “Confidential” documents or things; any copies, summaries, and abstracts
25 thereof; or notes relating thereto, shall be returned to the producing party or destroyed by the receiving
26 party (including by being shredded), at the option of the receiving party, with proof or attestation of
27 such destruction of records being transmitted by the receiving party to the producing party, except as
28 otherwise ordered by the Court or stipulated in writing by the parties. Counsel of record shall obtain

1 return of such information, things, and/or documents from any person to whom that counsel has made
 2 available the documents or information produced by the other party designated as "Confidential."
 3 Notwithstanding any other language contained in this *Order*, each party's counsel of record shall be
 4 allowed to retain for its files a copy of all pleadings, motions, exhibits, or other papers filed and/or
 5 lodged with the Court, and of all documents designated by both parties or any non-party as
 6 "Confidential" and/or summaries or abstracts thereof (including but not limited to documents of any
 7 type prepared by a party and/or counsel that are subject to the attorney-client privilege and/or the
 8 attorney work-product doctrine). All such documents and information retained by counsel of record
 9 must be maintained in a confidential manner and used only in accordance with this *Order*.

10 10. This *Stipulated Protective Order* may be amended, without prior leave of the Court, by
 11 the agreement of counsel for the parties in the form of a stipulation and order that shall be filed in this
 12 case. Nothing herein shall be construed so as to prevent any party from seeking relief from this *Order*
 13 at any time;

14 11. The terms of this *Stipulated Protective Order* do not preclude, limit, or otherwise apply
 15 to the use of documents at trial;

16 12. Nothing herein shall be deemed to waive any applicable privilege or work product
 17 protection, or to affect the ability of a party to seek relief for an inadvertent disclosure or material
 18 protected by privilege or the work product doctrine;

19 13. Any witness or other person, firm or entity from which discovery is sought may be
 20 informed of and may obtain the protection of this *Stipulated Protective Order* by written advice of the
 21 parties' respective counsel or by oral advice at the time of any deposition or similar proceeding; and

22 14. The parties reserve their rights to assert the confidentiality of documents and
 23 information produced irrespective of their production pursuant to this *Stipulated Protective Order*.

24 Dated: August 17, 2020

THE GEDDES LAW FIRM, P.C.



William J. Geddes, Esq.
 Nevada Bar No. 6984
 Kristen R. Geddes
 Nevada Bar No. 9027
 1575 Delucchi Lane, Suite 206

The Geddes Law Firm, P.C.
1575 Delucchi Lane, Suite 206
Reno, NV 89502
Phone 775-853-9455

Reno, Nevada 89502
Phone: (775) 853-9455
Fax: (775) 299-5337
Email: Kristen@thegeddeslawfirm.com
Attorneys for Plaintiffs

Dated: August 17, 2020

WASHOE COUNTY SCHOOL DISTRICT

Electronic Signature Authorized

/s/ Christopher B. Reich, Esq.

CHRISTOPHER B. REICH, ESQ.

Nevada Bar No. 10198

Deputy Chief General Counsel

creich@washoeschools.net

NEIL A. ROMBARDO, ESQ.

Nevada Bar No. 6800

Chief General Counsel

nrombardo@washoeschools.net

SARA K. MONTALVO, ESQ.

Nevada Bar No. 11899

General Counsel

sara.montalvo@washoeschools.net

Washoe County School District

P.O. Box 30425

Reno, NV 89520-3425

Attorney for Defendants

WASHOE COUNTY SCHOOL DISTRICT

TAMMY HART, JASON URMSTON, AND

ROLLINS STALLWORTH

ORDER

THE COURT, having considered the preceding *Stipulation* and good cause appearing therefor, HEREBY GRANTS the relief and protections requested therein. IT IS HEREBY ORDERED that the preceding *Stipulation* and this *Stipulated Protective Order* shall be and remain in effect, as stipulated therein.

IT IS SO ORDERED.

DATED: August 17, 2020

William G. Cobb

UNITED STATES MAGISTRATE JUDGE